



Marine Unmanned Aircraft Squadron 3
(VMU-3)

Policy on Equal Opportunity

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Phantoms support and defend the Constitution of the United States of America, and our way of life. It is the common thread that binds us all together.

I will not tolerate discrimination, sexual harassment, nor the false accusations of either. Marines, Sailors and Civilians of VMU-3 shall not tolerate it either. Phantoms are better than that. Those found to have committed these offenses, or those that condone them will be punished according to the UCMJ.

Definitions:

- Discrimination is biased treatment of a person or group based on race, color, religion, sex, age, national origin, or sexual orientation.
- Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- Examples of discrimination include: racial, ethnic, religious, or gender related jokes; illegal use of electronic mail to send or forward disrespectful or inappropriate comments or material; unequal use of opportunities, promotions, or awards; and reprisals against Marines, Sailors, or Civilians for reporting discriminatory practices.

Simply put, individuals can make choices and have preferences, but when the actions of one person or the actions of a group biases against others based solely on who they are, where they come from or what their beliefs and preferences are; than that is discrimination. **It will NOT be tolerated in our Squadron.** America embraces differences and diversity, it is who we are and it is how we came to be the great nation that we are today.

If you believe you have been subjected to discrimination or harassment, or if you witness it and cannot correct it yourself, bring it to the attention of your chain-of-command or your Equal Opportunity (EO) Representative. I assure you that your complaint will receive prompt and proper attention.

Section Heads and Chiefs will ensure all hands understand Marine Corps and VMU-3 policy regarding equal opportunity, the complaint process, request mast and reprisal protection.

Assistance is available through the VMU-3 EO Representative: **1stLt Geske**

**VMU-3 EO Rep
BB: (715) 209-6421**

The Marines, Sailors, and family members of VMU-3 are our most precious assets and we will protect them through our courage, discipline, and high standards. We are an organization of performance and pride and we will not tolerate things that jeopardize our mission, our ranks, the fair treatment of others, or the standards of our services. **"Phantoms are: Maximum Impact - No Drama...On Time – On Target"**

Semper Fidelis,

B. H. "Fonzie" SCHREINER
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer, VMU-3 PHANTOMS